



2024 ANNUAL REPORT

Message from the Chairperson of the Board

Dear Friends and Partners,

On behalf of the Board of Directors of Rockies Organization, I am honored to present our 2024 Annual Report. This document is not only a record of the year gone by but also a testimony of what can be achieved when governance, leadership, partners, and the community align toward a shared vision.

This year has reaffirmed the vital role of Rockies Organization in shaping the lives of young people through education, talent development, and cultural expression. As a board, our focus has been to ensure that the organization remains true to its mission while building systems that guarantee transparency, accountability, and long-term sustainability.

We are particularly encouraged by the strides made in expanding our education sponsorships, scaling our community outreach, and deepening the impact of the Bantu Cultural Troupe. These milestones assure us that the strategic choices made over the years are bearing fruits. Yet, we are equally mindful of the challenges—especially financial constraints and rising education costs—that continue to test our resilience.

Looking forward, the Board remains committed to strengthening our governance frameworks, mobilizing resources, and broadening partnerships to ensure that every child and young person who comes into contact with Rockies finds opportunity, hope, and empowerment.

We are deeply grateful to our donors, clients, partners, and well-wishers whose unwavering belief in our mission has sustained us. To our staff and volunteers, your dedication continues to inspire confidence in the future of this organization.

Together, we will continue to nurture talent, transform lives, and build stronger communities.

With gratitude,



DR. SYLVIA TUMUHEIRWE ALINAITWE
Chairperson, Board of Directors, Rockies Organization



Communication from the Team Leader

Dear Partners, Clients, Supporters, and Friends,

As we close the chapter on 2024, I am filled with gratitude for the journey we have walked together. This year was one of hard work, resilience, and tangible impact — a year where our shared vision translated into real change in the lives of children, youth, and communities.

At the operational level, our focus was on delivering programs with consistency, quality, and relevance.

With 41 committed team members,

we managed to stage over 144 performances through the Bantu Cultural Troupe, each one not only showcasing Uganda's cultural richness but also delivering powerful social messages. These performances also enabled us to generate income that sustained our education sponsorships and supported our community initiatives.

Education remained at the heart of our work. In 2024, 37 students received full sponsorship, complete with school fees, accommodation, meals, medical care, and mentorship. Many of these students reached important academic milestones — moving from primary to secondary, Ordinary to Advanced Level, and even completing secondary education in preparation for higher learning. Alongside academics, we equipped our young people with practical skills in leadership, communication, agriculture, sound engineering, tailoring, catering, and more.

Beyond the classroom, we reached over 2,000 community members through civic education and health awareness. We take particular pride in initiatives such as conducting seven educational performances in schools that reached 1,500 students, distributing sanitary pads to 400 adolescent girls to promote menstrual health and

dignity, and empowering 200 youths with knowledge and guidance to steer them away from the dangers of drug and alcohol abuse. These activities reaffirmed that Rockies Organization is not only building individuals but also strengthening communities.

Infrastructure development was another major focus this year. From renovating the girls' accommodation wing and constructing a 12-stance waterborne toilet, to commencing the security fence and establishing a student playground, these investments were made to ensure that our young people learn and live in a safe, healthy, and supportive environment.

None of this would have been possible without your steadfast partnership. Your support — whether financial, moral, or technical — continues to fuel our mission and keep hope alive for the young people we serve.

As we step into 2025, our operational commitment is to consolidate these gains, expand our programs, and strengthen our systems to serve even more children and communities. Together, we are proving that with talent, skills, and education, young people can break cycles of poverty and build stronger, self-reliant families.

With appreciation and renewed commitment,

SSOZI BRIAN ANDREW

Team Leader, Rockies Organization

About Rockies Organization

Rockies Organization, a grassroots non-profit organization founded in 2012 and officially registered in 2014, is committed to delivering high-quality education and performing arts programs for children and youth in Uganda. Our initiatives include a talent academy for performing and creative arts, education sponsorship across primary, secondary, vocational, and tertiary levels, and performances by Bantu Cultural Troupe.

We operate a hybrid structure, with the Troupe functioning as a social enterprise that generates sustainable income to support the education, healthcare and living expenses of the students under our care. We recruit talented young people, from primary school through to university, empowering them to leverage their artistic abilities to finance their education and foster a self-sustaining cycle of empowerment and growth. Additionally, the Troupe provides practical training opportunities for trainees from the Bantu Arts Academy, creating alternative employment pathways for the youth in Uganda.

Looking ahead, we aspire to partner with schools by providing certified trainers to support performing arts teachers in bringing the new competency-based curriculum to life at the lower secondary level. We will also offer technical and material support to nurture dynamic arts programs, such as performing arts clubs, within the school environment.

The organization further dreams of establishing an institution merging high-quality performance and creative arts training with formal education, akin to performing arts high schools in developed countries. Committed to education and skills development, Rockies will strive to facilitate formal education through the arts, expanding to conservatory-style learning in dance, music, theatre, film, and more, while maintaining traditional education for producing well-rounded Ugandan citizens.

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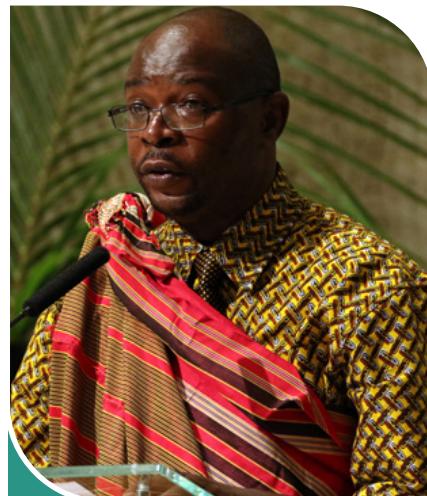
The Board of Directors



**Dr. Sylvia Tumuheirwe
Alinaitwe**
Chairperson



**Rev. Fr. John Joseph
Ssenkaali**
Member



**Mr. Pius Bugembe
Abooki**
Member



**Rev. Fr. Martin
Sserunkuma**
Member



Ssozi Brian Andrew
Secretary



Major Highlights in 2024

In 2024, Rockies Organization experienced a dynamic and impactful year, distinguished by a series of noteworthy achievements.

1. **Membership Growth and Sustained Welfare Support**

In 2024, Rockies Organization experienced unprecedented growth in membership - from 34 members (14 of which were girls) in 2023 - to 46 members (23 girls) - in 2024. As was the case in the previous years, Rockies Organization provided comprehensive support, including accommodation, meals, healthcare, and clothing, alongside mentorship and training in both hands-on and soft skills.

2. **Bantu Cultural Troupe: Talent development and cultural performances**

Rockies Organization brought stages to life across numerous communities, delivering 144 performances that masterfully blended traditional rhythms and

dances with contemporary music. Each beat of the drum, each musical note, and each dancer's step offered not only entertainment and satisfaction to our audiences but also conveyed profound lessons about Uganda's cultural diversity and the transformative power of the arts in sensitizing and inspiring communities.

3. Expansion of the Education Sponsorship Program

37 young scholars continued their academic journeys, their school fees fully covered and their aspirations within reach. In 2024, 9 learners were in primary school, 20 attended secondary and 8 attended tertiary institutions. Notably, 9 transitioned from primary to secondary school, 5 advanced from Ordinary Level to Advanced Level education, and 4 completed their secondary studies and are awaiting enrollment into institutions of higher learning.

4. Hands-on skills training for our members

Beyond academics, we focused on equipping our youth with practical life skills essential for success beyond the classroom. Our students received training in sound engineering, costume designing, leadership and communication, farming, driving, and catering.

5. Community Outreach programs

Understanding that true change must extend beyond individuals, we gave back to the communities that have consistently supported us. Through our community outreach, we reached over 1,500 students with educational performances, distributed sanitary pads to 400 adolescent girls and young women, and guided 200 youth away from the dangers of drug and alcohol abuse.

6. Empowering Individual Artistic Initiatives

Rockies Organization actively encourages its members to pursue independent artistic projects as part of their mentorship journey and preparation for professional life beyond the Bantu Cultural Troupe. In 2024, Julius Bakyayita, one of our members, successfully designed and implemented a project titled Mujaguzo Sounds, funded by the British Council through Braid Arts and Culture Fund. This milestone not only showcased Julius's individual creativity and leadership but also demonstrated the impact of Rockies' talent development and mentorship approach in nurturing self-driven, innovative artists capable of attracting external support and executing professional projects.

Every skill mastered, every performance delivered, and every community empowered reaffirmed a central truth: when art and culture are combined with formal education and skills development, they hold the power to transform lives and build resilient communities.

Program Impact

Bantu Cultural Troupe



Our cultural troupe addresses high dropout rates and skill gaps among Ugandan youth by supporting talented children through talent development, education sponsorship and holistic livelihood support. With only 67% of Ugandan children completing primary school and just 24% advancing to secondary, many are held back by unaffordable school fees, making quality education inaccessible. To address this, the troupe empowers youth to develop and use their talents to raise

money and support their own education. In 2024, the troupe had 41 members, 37 of whom were enrolled in school at various academic levels.

In 2024, the troupe continued its music and dance performances not only for entertainment but also as a vessel for community sensitization. Through over 144 performances across schools, communities, and corporate and private events, our artists wove melodies and movements into happiness and messages in equal measure.

Notable among our clients in 2014 included Food and Agricultural Organization (FAO), MADA Hotels Uganda, Ugandan Parliament, Electricity Regulatory Authority, Uganda National NGO Forum, SDGs Annual Summit (organized by the Office of the Prime minister), Uganda e-mobility Expo (organized by Kiira Motors Corporation), Buganda Expo 2024 (organized by Buganda Kingdom) Protea Hotels, among others. This list is indeed testament to our legacy being the cultural troupe of choice to those that look forward to great entertainment in Uganda.

Education Sponsorships Program

In 2024, Rockies Organization continued its commitment to education by sponsoring



37 learners - 17 of them girls - across all academic levels. In primary school, 9 learners (3 girls) were sponsored, 20 (8 girls) in secondary schools and 8 (6 girls) were sponsored in tertiary institutions. These sponsorships represent more than financial support, they are strategic investments in the future of our communities.

The Education Sponsorship package provides comprehensive education support, including scholastic materials, uniforms, transport to school and other school requirements. Also, beneficiaries are equipped with practical knowledge in areas such as leadership, communication, fashion design and tailoring, and agriculture, among others. As a result, we celebrate not only their academic achievements but also their holistic personal development, which reflects the program's commitment to nurturing well-rounded, self-reliant individuals.

Skills Development Programs



At Rockies Organization, we remain deeply committed to nurturing well-rounded individuals equipped to thrive in an ever-changing world. Recognizing that education extends beyond the confines of the classroom, we provided students with a range of practical and life skills through hands-on training that emphasizes their applicability in real-life situations.

In Leadership and Effective Communication, for example, senior students were entrusted with

leading key departments such as Welfare, and Costume and Makeup. Furthermore, each troupe performance was led by a designated student responsible for artistic direction and overall execution. By entrusting students with meaningful responsibilities, we have strengthened their self-esteem, enhanced their communication and networking capabilities, and improved critical thinking and problem-solving skills. The table below outlines the practical and life skills imparted to the students under our care in the year 2024.

Table 1: Overview of Practical and Life Skills acquired by our students in 2024

Skill Area	Number of Participants	Gender Distribution	Key Outcomes
Leadership and effective Communication	All Students	23 Girls, 23 Boys	Enhanced self-expression, confidence, and leadership skills
Costume Designing & Tailoring	10	8 Girls, 2 Boys	Developed creativity and entrepreneurship in fashion and design
Sound Engineering	3	0 Girls, 3 Boys	Gained technical expertise in sound management for events and performances
Agriculture	20	10 Girls, 10 Boys	Acquired sustainable farming techniques and skills.
Driving	2	1 Girl, 1 Boy	Gained a skill that will aid their future mobility, employability and independence.
Basic Cooking Skills	All Female Students	All Girls	Empowered with essential life and cultural skills for independence and growth

Community Empowerment and Outreach Initiatives

In line with our commitment to holistic community development and social responsibility, we implemented several impactful outreach initiatives in 2024. Through these community engagement and skill-building programs, we empowered in and out-of-school youths as well as women in Wakiso District thereby contributing to lasting change. The table below highlights key community-focused activities and the scope of their reach.

Table 2: Summary of Community-Focused Programs and Their Reach in 2024

Program	Target Group	Geographical Coverage	Beneficiaries	Key Outcomes
Civic education through music & dance	Primary and secondary school students	7 Schools	1,500 Students	Increased awareness on critical civic issues among students.

Distribution of sanitary pads	Adolescent Girls and Young Women (AGYW)	School-Based	400 AGYW	<ul style="list-style-type: none"> • Reduced school dropout rate among girls • Improved menstrual hygiene and health among AGYW • Restored dignity and self-esteem among the beneficiary AGYW
Prevention of drug & alcohol abuse campaigns.	Youths (in and out of schools)	Community Outreach	200 Youths (80 Female, 120 Male)	Improved healthy lifestyles and resilience against substance abuse among the beneficiary youths

Our community outreach efforts in 2024 reaffirmed our belief that sustainable impact begins at the grassroots. By raising awareness, and fostering inclusion, we not only strengthened community resilience but also deepened our connection with the people we serve. As we look ahead, we remain committed to expanding these initiatives and driving even greater positive change in the lives of those within and beyond our immediate reach.



Infrastructural Development

In line with our commitment to creating a safe, nurturing, and functional environment for our beneficiaries, 2024 saw significant progress in infrastructural development. These improvements directly contribute to the well-being, safety, and overall experience of the students under our care. Key achievements during the year include:

- Renovation of girls' accommodation: The girls' accommodation wing was renovated to improve overall living conditions and create a more conducive environment. In addition, a security camera was installed to enhance safety and protection.
- Construction of a 12-stance waterborne toilet: To address the persistent challenge of limited sanitation facilities, we constructed a modern 12-stance toilet for the members' use, significantly improving hygiene standards.
- Commencement of perimeter fencing: We began constructing a security fence around our centre. Once completed, it will enhance the safety of both our members and property.
- Greening and landscaping of the compound: Our efforts to green the compound continued with the planting of trees, flowers, and grass, creating a more serene and eco-friendly environment.
- Development of a student playground: As part of promoting physical health and well-being, we established a dedicated playground, which will serve as a central space for recreation and physical fitness activity.



The Challenges we encountered in 2024

In 2024, we encountered several challenges that tested our resolve and capacity to deliver consistent support to our beneficiaries. These included financial constraints, staffing shortages, rising education costs, and logistical hurdles. Despite these difficulties, we remained committed to our mission and took practical steps to address each issue, as outlined below.

Table 3: Challenges encountered and solutions implemented

Challenge	Solution
Limited funding has significantly constrained the number of students we can support at any given time, especially considering our commitment to long-term support	To generate more funds, we have increased the number of performances we hold throughout the year.
Shortage of staff, which limits our capacity to provide adequate supervision, mentorship, and training to all beneficiaries.	We are exploring volunteer partnerships and internship opportunities to supplement our team while continuing to seek funding for additional full-time staff.
Rising cost of school fees, which further strains our already limited resources and affects the consistency of support we can provide.	We are actively engaging with partner institutions to negotiate fee waivers or discounts and expanding our fundraising efforts to bridge the financial gap.
Long distances between our residence and the universities our students attend, making daily transport costly.	We acquired a van to help transport the students to and from the different universities they attend.

Looking Ahead: 2025 and Beyond

In the future, Bantu plans to scale up its offerings to include, among others, the following programs:

1. School Performing Arts Clubs: Bantu will establish performing arts clubs in schools, each led by a resident teacher and student leaders. A school trainer from Rockies Organization will be assigned to conduct weekly training for a year before transitioning oversight to the club patron, with ongoing mentorship.
2. Performing Arts Clubs' Competitions: Bantu will integrate intra-school and annual inter-school performing arts competitions as a culmination of the School Performing Arts Clubs activities. These competitions will drive health competition, program quality, provide valuable learning experiences, and showcase the program's impact to stakeholders.
3. Capacity building for Secondary School Performing Arts Teachers: Leveraging Rockies Organization's 12 years of experience, we have plans to offer a capacity-building program for secondary schools' teachers for the performing arts with a purpose of Strengthening capacities of the Performing Arts teachers in handling the Performing Arts subject as per the lower secondary schools' competency-based curriculum introduced by the Ministry of Education and Sports in 2020.
4. Bantu Performing Arts Schools: Bantu further envisions a network of schools that blend high-quality performing arts training with formal education, inspired by performing arts high schools seen in the developed countries. Our students who excel in performing arts will be integrated into Rockies Organization to provide a steady flow of talent into the Troupe. We plan to start with a Primary school so as to build a strong foundation for our students at an early age. These schools will offer conservatory-style programs in dance, music, art, fashion, and drama, alongside Ugandan school curriculum to produce well-rounded learners.

To be able to achieve these and maintain the programs already on offer, we plan to roll out a robust resource mobilization derive to enable us mobile enough resources to support our programs optimally.

Financial Report - 2024

Our Partners and Supporters



ROCKIES ORGANIZATION

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